

Act and they have been supportive of doing LB 360 because they see working at the state level a better way to go in terms of cost as well as understanding of their business needs and what might be reasonable in terms of accommodations. It also became apparent in the hearing that another benefit for doing LB 360 is that as long as you have one state law addressing discrimination and another law at the federal level addressing discrimination, a person can file claims in both of the state and federal courts and if the laws are different they can proceed with two levels of claims. However, if the laws are the same, the federal government will defer to the state for resolution at the state level. As I indicated earlier the state chamber came in and supported this as well as the Nebraska Retail Association and the National Federation of Independent Businesses. It was a remarkable event as some said to have both business and labor as well as advocates for people with disabilities come in and support with a piece of legislation but I would be glad to entertain any questions that you have but urge that you pass LB 360 which reflects the Fair Employment Act of the American Disabilities Act.

PRESIDENT MOUL: Thank you, Senator Rasmussen. Does anyone wish to speak to this bill? Seeing none, do you have closing, Senator Rasmussen? Do you have closing? Closing is waived. We'll now vote on the motion to advance LB 360. All those in favor please vote aye, opposed nay. Have you all voted? Please record, Mr. Clerk.

CLERK: 26 ayes, 0 nays, Madam President, on the advancement of LB 360.

PRESIDENT MOUL: LB 360 is advanced. LB 46.

CLERK: Madam President, LB 46 was a bill introduced by Senator Schimek. (Read title.) The bill was introduced on January 7, referred to the Revenue Committee, advanced to General File. I have no amendments to the bill at this time.

PRESIDENT MOUL: Senator Schimek.

SENATOR SCHIMEK: Yes, Madam President, members of the body, this bill is one that was brought to me by the Department of Labor and the Department of Revenue and it also involves the Department of Administrative Services. The purpose of the bill is to provide a procedure whereby the Department of Labor can